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ABSTRACT

This paper presents information on trends in racial diversity at Texas institutions of higher education and reports on progress of a 5-year plan to increase minority involvement through 14 tables and associated explanatory narrative. The Texas Plan targets goals of percentage representation of Blacks, and Hispanic throughout public higher education commensurate to the representation of whites and especially addresses recruitment, retention, enrollment and graduation of Black and Hispanic students and employment of Black and Hispanic executives, administrators, faculty, and staff. Data on faculty diversity finds that total full-time faculty in Texas public higher education included 18,215 White, 1,127 Black, 1,371 Hispanic, 674 Asian, 94 American Indian, and 436 International professionals. Texas Southern University had the largest number of black faculty and University of Texas-El Paso had the largest number of Hispanic faculty. From 1983 to 1992 white student enrollment in public colleges and universities changed from nearly 72 percent to 65 percent as Black enrollment increased from 9 to 9.4 percent and Hispanic enrollment increased from 13.3 to 19 percent. Trends in degrees awarded show that as Black and Hispanic student progress from the Associate to Doctoral degree, they tend to represent smaller and smaller proportions of degrees awarded. Includes points for discussion and suggested actions. (JB)

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REPORT ON TEXAS PLAN
1983-1992
by Betty N. James
Assistant Commissioner of Access and Equity

FACULTY REPORT
1989-1992
Dr. Betty N. James
Assistant Commissioner
Access and Equity Division

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FACULTY REPORT
1989-1992
Dr. Betty N. James
Assistant Commissioner
Access and Equity Division

Fall 1992, the total full-time faculty in Texas public higher education included 18,215 White, 1,127 Black, 1,371 Hispanic, 674 Asian, 94 American Indian, and 436 International professionals. Employment increased by only 5.4 percent from 20,793 faculty in 1989 to 21,917 faculty in 1992.

TEXAS PUBLIC UNIVERSITIES

Fall 1992, 13,486 full-time faculty were employed by our public universities; 11,193 White, 672 Black, 587 Hispanic 559 Asian, 54 American Indian, and 421 International.

From Fall 1989 to Fall 1992 these full-time faculty INCREASED only 3 percent from 13,131.

While the employment of White full-time faculty increased from 10,983 to 11,193 (210 faculty) during this four-year period, Hispanic faculty increased 484 to 587 (103 faculty), and Black faculty decreased 722 to 672 (50 faculty), close to 7 percent. Universities experiencing the largest increase in employment of Black faculty (although small) 1989-1992 are: UT-Austin, 13; University of North Texas, 8; East Texas State University, 6; University of Houston, 6; and Texas Tech University, 4. Universities having the largest increase in Hispanic faculty (although small) during this period are: University of Texas at El Paso, 23; UT-Austin, 12; UT-Brownsville, 12; Texas A&I, 9; University of North Texas, 8; and University of Houston, 7.

FALL 1992
LARGEST NUMBER OF FULL-TIME BLACK FACULTY

			Percent of Total FT Faculty
1.	Texas Southern University	277	80.2
2.	Prairie View A&M University	170	70.5
3.	UT-Austin	36	1.9
4.	University of Houston	27	2.7
5.	University of North Texas	21	2.6
6.	Texas A&M University	21	1.2

TABLE 2 - (Total Enrollment Fall 1992)

Fall 1992, total enrollment in Texas Public Higher Education included 531,879 white; 76,725 Black, 155,236 Hispanic students. Enrollment from 1983 to 1992 increased by 146,341 students.

TEXAS PUBLIC UNIVERSITIES

TABLE 3 - (Enrollment Increases)

From 1983 to 1992, the enrollment of white students in Texas Public Universities increased by 80 students to 273,066 or close to 67 percent of total enrollment for 1992. Black student headcount increased by 6,251 to 35,954 or 8.7 percent of 1992 enrollment. Hispanic enrollment showed a gain of 26,295 students during this period to 65,550 or 16 percent of 1992 enrollments in Texas Public Universities.

COMMUNITY & TECHNICAL COLLEGES

TABLE 4 - (Enrollment Increases)

From 1983 to 1992 the enrollment of white students in Public Community and Technical Colleges increased by 48,430 students to 258,813 or 63.5 percent of total enrollment; Black student headcount increased by 9,855 to 40,771 or close to 10 percent of total enrollment. Hispanic enrollment showed a gain of 39,769 students during this period to 89,686 or nearly 22 percent of total enrollment. Overall, from 1983-1992, student enrollments increased by 105,434.

DEGREES AWARDED

As we move through this section on Degrees Awarded, note particularly that while Black students and Hispanic students progress from the Associate to Doctoral degree, they tend to represent smaller and smaller pieces of the pie, while Asians, and International students represent bigger pieces of the pie as they progress.

ASSOCIATE DEGREES AWARDED

TABLE 5

14,458 Associate degrees were awarded 1991-1992. Community Colleges having the largest increase in the number of Associate degrees awarded to Black students from 1989 were: El Paso, San Jacinto, Tyler, and Blinn and to Hispanic students: Southwest Texas State Junior College, El Paso, Palo Alto, and South Plains.

TABLE 6

49,438 Bachelor's degrees were awarded. Universities having the largest increase in the number of bachelor's degrees awarded Black students from 1989 were TSU, UNT, UT-Arlington, UH, Texas A&M, and Prairie View A&M and to Hispanic students: UTEP, UT-Pan Am, UT-San Antonio, UT-Austin, Texas A&I, and Texas A&M.

TABLE 7

14,685 Masters degrees were awarded. Universities having the largest increase in the number of masters degrees awarded Black students from 1989 were TSU, UH, UT-Austin, and ETSU and to Hispanic students: UTEP, TWU, UH, UT-Arlington, UT-Austin, and UT-Pan Am.

TABLE 8

Almost 2,000 Doctoral degrees were conferred, only 60 to Black students and only 50 to Hispanic students or 5.5 percent of the pie. Universities having the largest increase in numbers of doctoral degrees awarded from 1989-92 to Black students were Texas A&M, TWU, UNT and to Hispanic students were UH, TWU, Texas A&I.

SUMMARY

TABLE 9

1. To reach the goals of the Texas Plan, there must be an increase in the numbers of Black and Hispanic students entering Texas Public Higher Education for the first time.

2. We must encourage the transfer of Black and Hispanic students to baccalaureate programs.

3. We must graduate at Baccalaureate levels larger numbers of Black and Hispanic students.

4. We must then encourage and support their progression through the pipeline, providing financial assistance packages and mentoring to continue through the masters and doctoral program.

5. We must continue to employ Blacks and Hispanics in executive, administrative, and faculty tenure track positions to further enhance diversity in leadership to add

further enrichment to our institutions and to provide role models and mentors for Black and Hispanic students.

6. We must provide ethnic sensitivity training to students, faculty, and staff and address biased, stereotypic behavior and ethnic isolation experienced too often by faculty and students in Texas Public Colleges and Universities.

REPORT ON TEXAS PLAN
1983-1992

by Betty N. James
Assistant Commissioner of Access and Equity

The involvement of the state of Texas in the plan to provide Blacks and Hispanics greater access to public higher education dates back to 1978 when the Office for Civil Rights of the U.S. Department of Education began its statewide review of Texas public higher education. The results of this investigation determined that Texas retained a racially dual system of higher education. To address these findings, the state developed a voluntary affirmative action plan that was provisionally approved in 1981. By 1983, the final version of the Texas Equal Educational Opportunity Plan for Higher Education was approved by the Office for Civil Rights.

From 1983 to 1988, Texas institutions of higher education operated under the guidelines of the OCR monitored plan. The current Texas Educational Opportunity Plan was developed at the initiative of Governor William P. Clements, Jr., following the expiration in 1988 of the federally monitored plan. This new plan that covers the years 1989-1994 is without a federal mandate.

The five-year Texas Plan -- is presently in the midst of its fourth year. The plan targets, among other things, a goal of percentage representation of Blacks and Hispanics throughout public higher education commensurate to representation of whites and especially addresses:

- the recruitment, retention, enrollment, and graduation of Black and Hispanic students; and

- the employment of Black and Hispanic executives, administrators, faculty, and staff.

ENROLLMENT DATA
TEXAS PUBLIC COLLEGES AND UNIVERSITIES

TABLE 1 - (Enrollment 1983-1992)

From 1983 to 1992, white student enrollments in Texas Public Colleges and Universities changed from close to 72 percent to 65 percent as the representation of Black student enrollments shifted slightly from 9 percent to 9.4 percent, Hispanic student representation moved from 13.3 percent to 19 percent of the student population, and Asian, Indian and International student enrollments continued to grow.

LARGEST NUMBER OF FULL-TIME HISPANIC FACULTY

			Percent of Total FT Faculty
1.	UT-El Paso	75	16.2
2.	UT-Pan American	75	23.3
3.	UT-Austin	57	3.0
4.	Texas A&M University	55	3.1
5.	UT-San Antonio	41	10.4

FT UNIVERSITY FACULTY	1989		1992		Change	
	#	%	#	%	#	%
White	10,983	84.0	11,193	83.0	+210	2.0
Black	722	5.5	672	5.0	-50	-6.9
Hispanic	484	3.7	587	4.4	+103	21.0
Asian	471	3.6	559	4.1	+88	18.6
American Indian	46	.35	54	.4	+8	17.4
International	423	3.22	421	3.1	-2	-.4
Totals	13,131		13,486		+355	2.7

Black and Hispanic faculty in Texas public universities represent only 7.1 percent of tenured faculty and only 9.4 percent of full-time faculty on-tenure track.

TEXAS PUBLIC COMMUNITY AND TECHNICAL COLLEGES

Fall 1992, 8,431 full-time faculty were employed by community and technical colleges; 7,022 White, 784 Hispanic, 455 Black (115 Asian, 40 American Indian, 15 International).

From Fall 1989 to Fall 1992, these full-time faculty represented close to a 10 percent increase over 1989.

While the employment of White full-time faculty increased 6,509 to 7,022 (513 faculty) during this four-year period, Hispanic faculty increased 653 to 784 (131 faculty) and Black faculty increased 383 to 455 (a mere 72 faculty). The numbers of Asian faculty, increased from 76 to 115 which is a 51.3 percent change from 1989 to 1992 while the enrollment of American Indian faculty remained small, changing from 34 to 40, 1989-1992.

Community and technical colleges experiencing the largest increases in Black full-time faculty (although small) from 1989-1992 are: Houston Community College, 9; Collin Community College, 8; St. Phillips College, 7; Dallas County Community College District-North Lake College, 6. Those having the largest increase in Hispanic full-time faculty during this four-year period are: San Antonio College, 34; Del Mar College, 30; Texas State Technical College-Harlingen, 21; El Paso Community College, 15; and Houston Community College, 10.

FALL 1992
LARGEST NUMBER OF FULL-TIME BLACK FACULTY

			Percent of Total FT Faculty
1.	Houston Community	86	18.9
2.	St. Philip's College	42	20.8
3.	DCCCD-El Centro College	23	16.7
4.	Austin Community College	19	7.6
5.	Tarrant Cty-Northeast Campus	17	9.9
6.	Tarrant Cty-South Campus	15	8.7
7.	TSTC-Waco	15	4.8

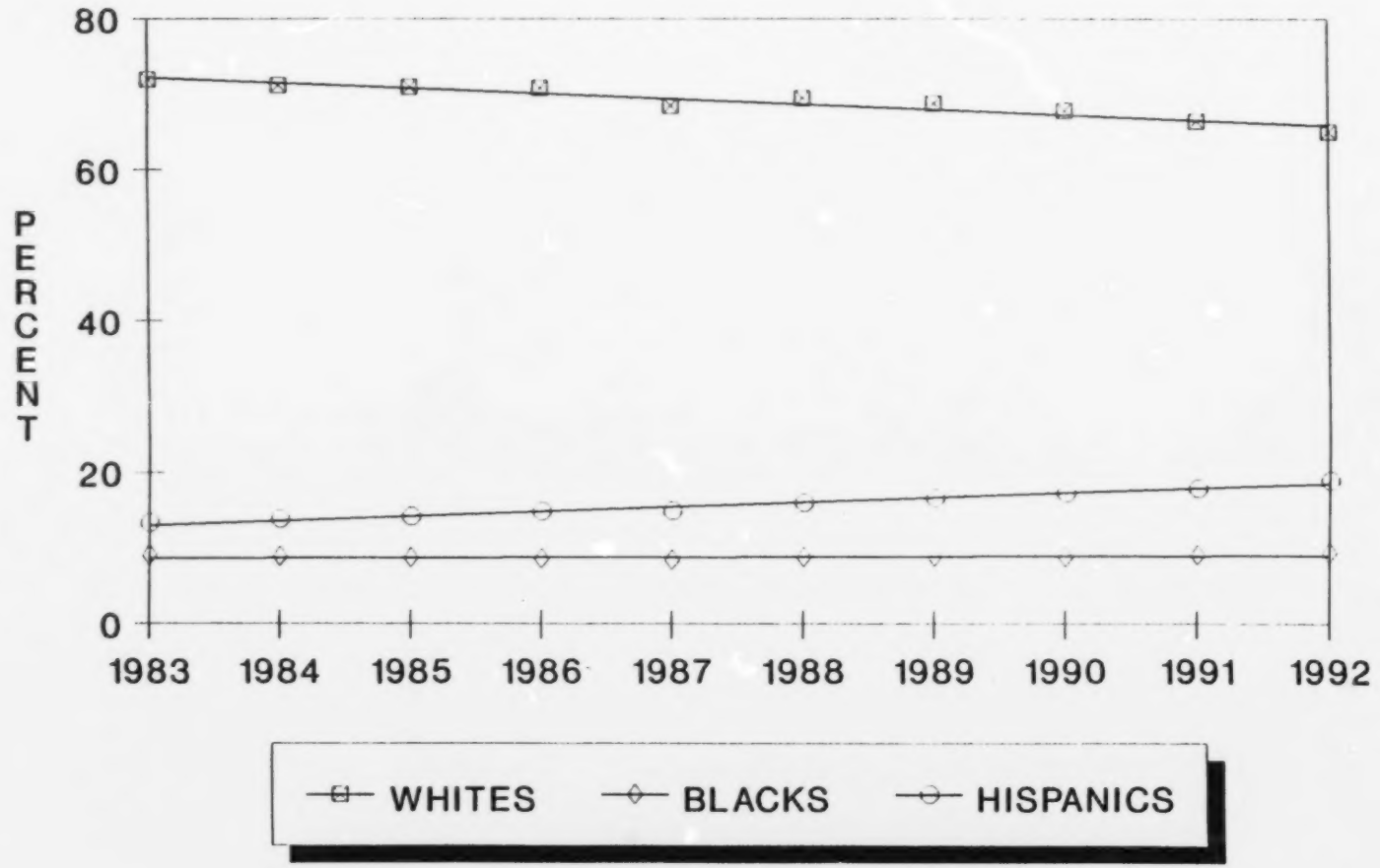
LARGEST NUMBER OF FULL-TIME HISPANIC FACULTY

1.	TSTC-Harlingen	110	52.6
2.	El Paso Community College Dist.	97	33.9
3.	Laredo Junior College	91	59.0
4.	San Antonio College	70	15.6
5.	Del Mar College	55	26.8
6.	Texas Southmost College	55	32.3
7.	St. Philip's College	38	18.9
8.	Houston Community College	33	7.2
9.	Austin Community College	24	9.6

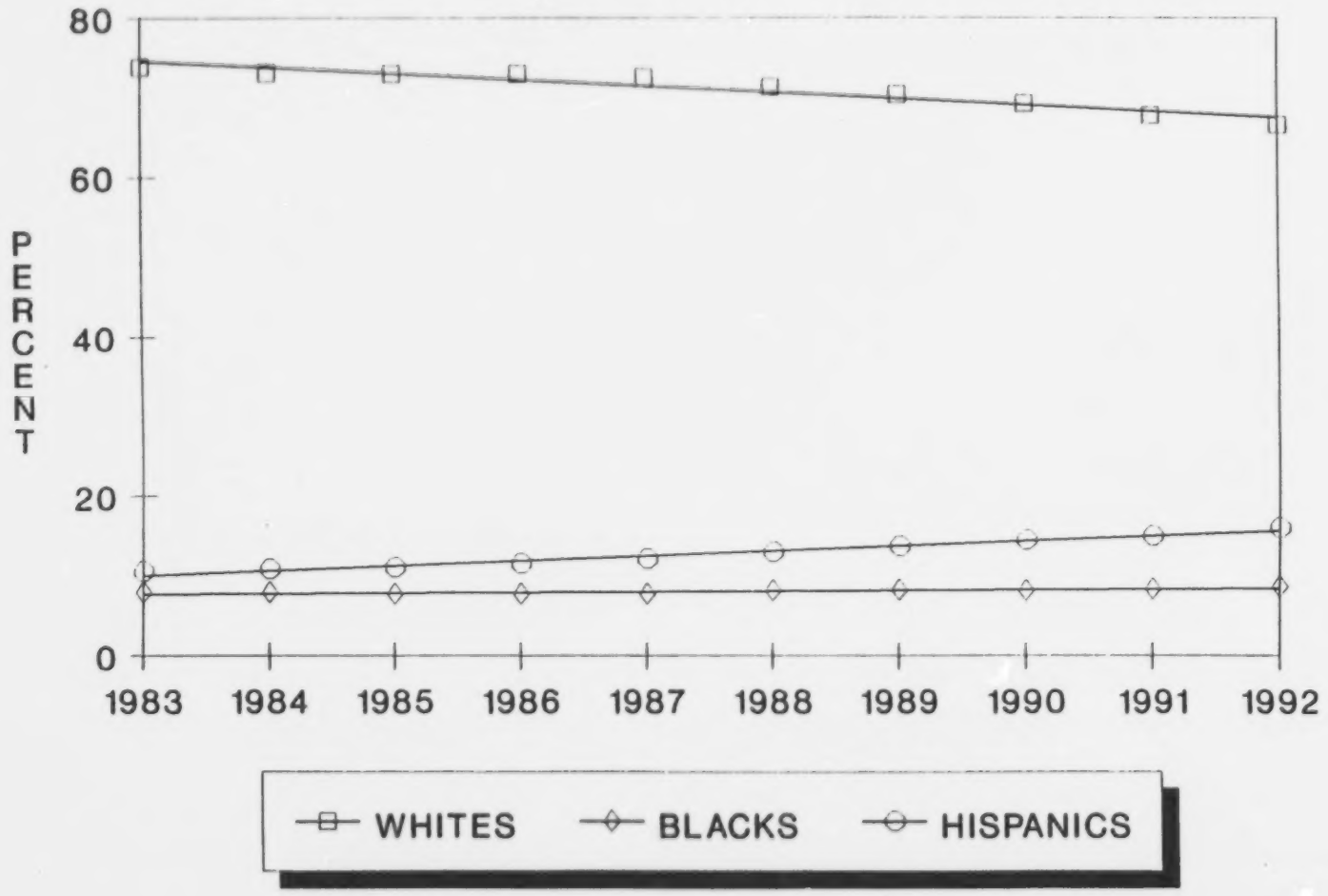
COMMUNITY AND TECHNICAL COLLEGES

FT CTC Faculty	1989	%	1992	%	Change #	Change %
White	6,509	84.95	7,022	83.28	513	7.8
Black	383	4.99	455	5.39	72	18.7
Hispanic	653	8.52	784	9.30	131	20.0
Asian	76	.99	115	1.36	39	51.3
American Indian	34	.44	40	.47	6	17.6
International	7	.09	15	.17	8	114.2
Totals	7,662		8,431		769	10.0

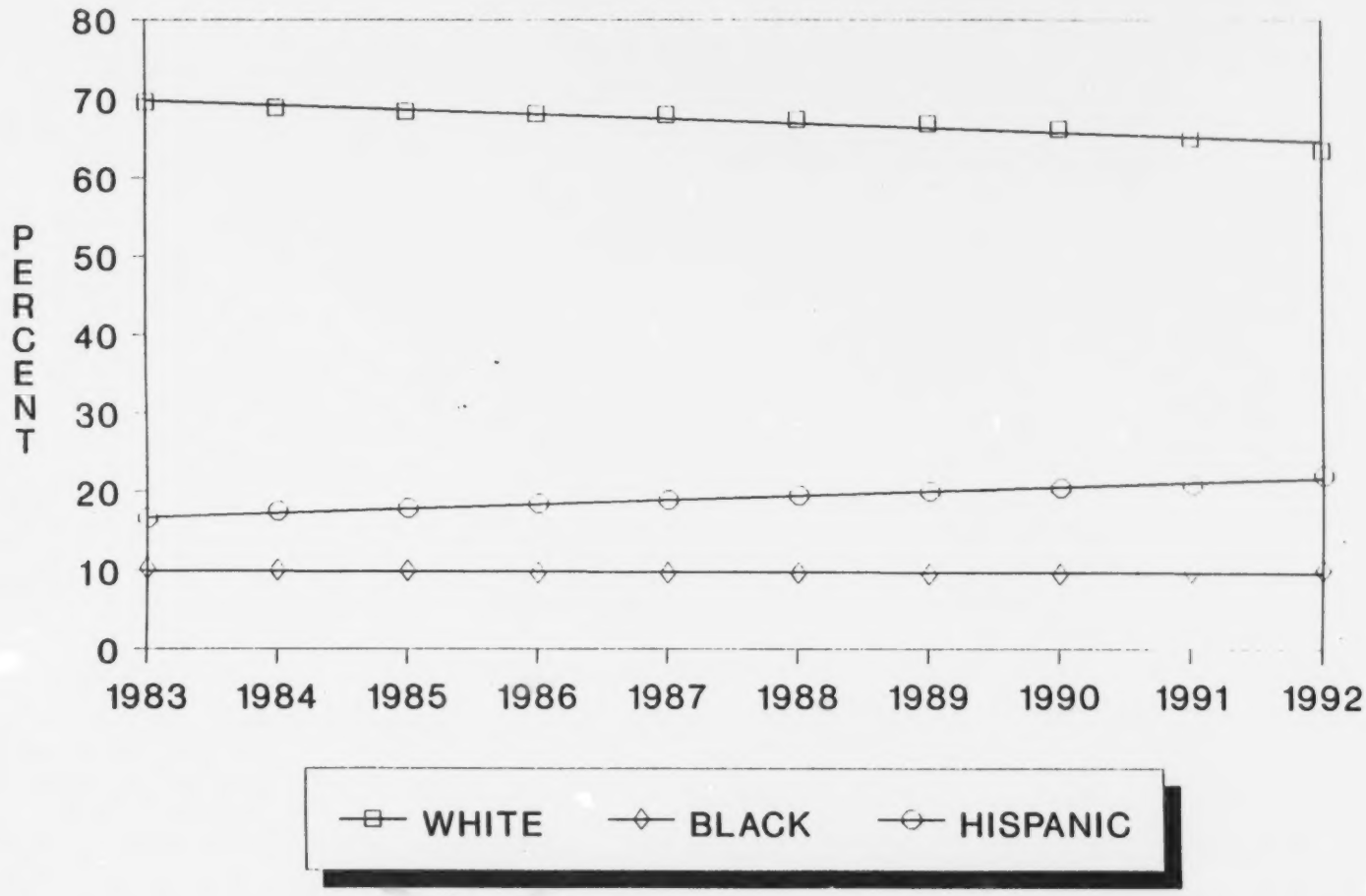
ENROLLMENT IN TEXAS PUBLIC COLLEGES AND UNIVERSITIES



ENROLLMENT IN TEXAS PUBLIC UNIVERSITIES



ENROLLMENT IN TEXAS PUBLIC COMMUNITY AND TECHNICAL COLLEGES



ENROLLMENT IN TEXAS PUBLIC HIGHER EDUCATION

By Ethnic Origin, Fall 1983-1992

	WHITE		BLACK		HISPANIC		ALL STUDENTS
YEAR	#	%	#	%	#	%	ALL
1983	483,369	71.9	60,619	9.0	89,226	13.3	671,901
1984	478,752	71.1	59,931	8.9	93,018	13.8	672,978
1985	461,392	70.9	56,893	8.7	91,554	14.0	650,584
1986	474,096	70.7	57,620	8.6	99,052	14.8	670,490
1987	489,801	68.4	60,249	8.4	106,584	14.9	715,803
1988	512,530	69.4	65,245	8.8	118,534	16.0	738,001
1989	524,671	68.7	68,005	8.9	126,852	16.6	763,834
1990	532,113	67.8	69,280	8.8	136,108	17.3	785,196
1991	530,650	66.5	73,079	9.2	142,769	17.9	798,548
1992	531,879	65.0	76,725	9.4	155,236	19.0	818,242

ENROLLMENT IN TEXAS PUBLIC UNIVERSITIES

By Ethnic Origin, Fall 1983-1992

	WHITE		BLACK		HISPANIC		ALL STUDENTS
YEAR	#	%	#	%	#	%	ALL
1983	272,986	73.8	29,703	8.0	39,255	10.6	369,799
1984	271,731	73.0	29,875	8.0	40,701	10.9	372,326
1985	263,246	72.9	28,244	7.8	39,938	11.1	361,052
1986	262,098	72.9	27,867	7.8	41,661	11.6	359,343
1987	265,298	72.5	28,622	7.8	44,697	12.2	385,882
1988	274,872	71.3	31,544	8.2	50,275	13.0	385,422
1989	281,256	70.3	33,287	8.3	54,615	13.7	399,948
1990	280,768	69.2	33,339	8.2	58,765	14.5	405,682
1991	276,019	67.7	34,473	8.4	61,297	15.0	407,248
1992	273,066	66.5	35,954	8.7	65,550	16.0	410,706

ENROLLMENT IN TEXAS
PUBLIC COMMUNITY AND TECHNICAL COLLEGES
By Ethnic Origin, Fall 1983-1992

	WHITE		BLACK		HISPANIC		ALL STUDENTS
YEAR	#	%	#	%	#	%	ALL
1983	210,383	69.6	30,916	10.2	49,917	16.5	302,102
1984	207,021	68.9	30,056	10.0	52,317	17.4	300,652
1985	198,146	68.4	28,649	9.9	51,616	17.8	289,532
1986	211,998	68.1	29,753	9.6	57,391	18.4	311,147
1987	224,503	68.0	31,627	9.6	61,887	18.8	329,921
1988	237,658	67.4	33,701	9.6	68,259	19.4	352,579
1989	243,415	66.9	34,718	9.5	72,237	19.9	363,886
1990	251,345	66.2	35,941	9.5	77,343	20.4	379,514
1991	254,631	65.0	38,606	9.8	81,472	20.8	391,300
1992	258,813	63.5	40,771	10.0	89,686	22.0	407,536

DEGREES AWARDED
1989 - 1992

ASSOCIATE

	1989 - 1990		1991 - 1992		CHANGE	
	#	%	#	%	#	%
WHITE	17,563	67.5	14,458	71.0	-3,105	-17.7
BLACK	2,641	10.2	1,853	9.0	-788	-30.0
HISPANIC	5,034	19.3	3,581	17.5	-1,453	-28.9
ASIAN	466	1.8	339	1.6	-127	-27.3
INDIAN	96	.3	66	.3	-30	-31.2
INTERN'L	232	.9	191	.6	-41	-17.7
TOTAL	26,032	100.0	20,488	100.0	-5,544	-21.3

DEGREES AWARDED
1989 - 1992

BACHELORS

	1989 - 1990		1991 - 1992		CHANGE	
	#	%	#	%	#	%
WHITE	36,619	77.1	37,208	75.3	589	1.6
BLACK	2,787	5.9	2,867	5.8	80	2.9
HISPANIC	4,857	10.2	5,929	12.0	1,072	22.1
ASIAN	1,522	3.2	1,790	3.6	268	17.6
INDIAN	230	.5	141	.3	-89	-38.8
INTERN'L	1,474	3.1	1,503	3.0	29	2.0
TOTAL	47,489	100.0	49,438	100.0	1,949	4.1

DEGREES AWARDED
1989 - 1992

MASTERS

	1989 - 1990		1991 - 1992		CHANGE	
	#	%	#	%	#	%
WHITE	10,079	73.4	10,369	70.6	290	2.9
BLACK	704	5.1	664	4.5	-40	-5.7
HISPANIC	863	6.3	1,036	7.1	173	20.0
ASIAN	480	3.5	500	3.4	20	4.2
INDIAN	69	.5	38	.3	-31	-45.0
INTERN'L	1,547	11.2	2,078	14.1	531	34.3
TOTAL	13,742	100.0	14,685	100.0	943	6.9

DEGREES AWARDED
1989 - 1992

DOCTORATE

	1989 - 1990		1991 - 1992		CHANGE	
	#	%	#	%	#	%
WHITE	1,151	63.5	1,205	60.7	54	4.7
BLACK	60	3.3	60	3.0	0	0.0
HISPANIC	67	3.7	50	2.5	-17	-.25
ASIAN	73	4.0	66	3.3	-7	-9.5
INDIAN	12	.7	6	.3	-6	-50.0
INTERN'L	450	24.8	598	30.2	148	33.0
TOTAL	1,813	100.0	1,985	100.0	172	9.5

Ethnic Composition of Governing Boards
Texas Public Universities

	MEMBERS		WHITES		BLACKS		HISPANICS	
	1983	1993	1983	1993	1983	1993	1983	1993
East Texas State University	9	9	9	6	0	2	0	1
Lamar University	9	9	9	8	0	1	0	0
Midwestern State University	9	9	9	8	0	1	0	0
UT-Pan American	9	--	5	--	0	--	4	--
Stephen F. Austin State University	9	9	9	8	0	0	0	1
Texas A&M University System	9	9	8	6	1	1	0	2
Texas Southern University	9	9	3	2	6	4	0	2
Texas State University System	9	9	9	7	0	0	0	2
Texas Tech University	9	9	9	7	0	1	0	1
Texas Woman's University	9	9	9	6	0	1	0	1
The University of Texas System	9	9	9	7	0	1	0	1
University of Houston System	9	9	8	6	1	1	0	2
University of North Texas/College of Osteopathic Medicine	9	18	9	16	0	2	0	0

	MEMBERS		WHITES		BLACKS		HISPANICS	
	1983	1993	1983	1993	1983	1993	1983	1993
University System of South Texas	9	--	6	--	0	--	3	--
West Texas State University*	9	--	9	--	0	--	0	--
Total	135	115	120	87	8	15	7	13
	(100%)	(100%)	(88%)	(76%)	(7%)	(13%)	(5%)	(11%)

* Now part of the Texas A&M University System

Source: TXP

Action Plan for Discussion

- Submit plan to the legislative committees on Education, Finance and LBB
- Have each institution initiate dialogue with its respective senator and representative
- Have specific recommendations outlined in the plan for Governor, Legislature, regents/trustees, institutions
- Coordinating Board presentations to presidents, campuses, and professional organizations
- A series of seminars for all CEO/Presidents on the plan
- Plan shared with other states (Commissioners)